

Impact of Psychological Empowerment on Innovative Work Behaviour: A Study of Executive Level Employees in a Selected Leading apparel Company in Sri Lanka

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This research aims to identify the impact of psychological empowerment on Innovative Work Behaviour among executive-level employees of a selected leading apparel company in Sri Lanka. Based on the literature review, psychological empowerment includes the meaning, competence, self-determination, and impact that reflect the individual orientation towards employees' task roles. Meanwhile, innovative work behaviour refers to the employees' creativity and involvement in bringing changes and new ideas in duties or solving their problems, especially in research and development, which become the focus of this study. In our endeavour, the researcher views the issue in a positivist paradigm with a quantitative approach. This approach used surveys as a research strategy by adapting the questionnaire technique. The data collection was conducted among 87 executive-level employees. Regression Analysis was used to test the hypothesized impact of psychological empowerment on innovative work behaviour. The finding of this study indicates that the dimensions of meaning, competence, and self-determination from psychological empowerment positively impact on innovative work behaviour. Meanwhile, the dimension of self-determination and competencies are highly influenced by employees' innovative work behaviour. The result of the structural model indicated that psychological empowerment positively impacts on Innovative work behaviour among executive-level employees in a leading apparel company.

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